THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): (a) One I.A.S. officer was transferred during the above period. The said officer however, was kept on compulsory waiting. Eight I.P.S. officers were repatriated during this period to various State Cadres from Central deputation either on completion of tenure or prematurely, in public interest.

(b) There is no adverse effect of these transfers on the morale of the services because transfers are normally effected for reasons of administrative exigencies.

(c) and (d) The question of setting up of an independent Advisory Tribunal does not arise since the aggrieved officers can and do seek redressal of their grievances from their superior authorities and also from the Central Administrative Tribunal and the Supreme Court of India.

Physical facilities to the staff of JCM Council

2463. SHRI SARADA MOHANTY: Will the PRIME MINISTER be pleased to state the facilities including financial grants both recurring and non-recurring being extended to the staff side of the JCM Council for Central Government employees?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): A statement is enclosed.

Statement

(a) *Duty Period*: The time spent in attending the JCM Committees including time of travel, is treated as duty (since 1966).

(b) The Staff Side members of the National Council (JCM) and Departmental Councils are also allowed atleast 2 days in advance of the meetings of these Councils for discussion among themselves (since August 1978). (*Only one day in the case of Regional Councils, since November, 1985).

(c) TA|DA including Conveyance hire, at the scheduled rates for JCM meetings (since the inception of the JCM Scheme in 1966-67).

(d) *CGHS Facilities*: CGHS facilities wherever available are extended to members of the Departmental| Naional Council (since December 1974).

Nursing Home facilities wherever available are given to Stac members of National Council (since January, 1976).

(e) *Telephone facilities*: The members of the National Council are accorded priority for installation of telephone at their residence, on normal rental basis, 'on-out-of-turn basis' without OYT deposit and without reference to Telephone Advisory Committee (since January, 1970).

(f) *Supply of copies of orders|circulars etc.*:—

Copies of all orders, circulars etc. of general nature and of interest to employees are circulated among all staff members of the National Council|Departmental Councils.

(g) *Accommodation*: A bungalow at 13-C, Ferozeshah Road, New Delhi has been given to the Staff-Side for the Secretariat of the National Council. They were also provided non-recurring grant for setting up of the Secretariat and purchase of furniture etc., type-writer, duplicating machine etc.

(h) Recurring annual grant-in-aid is given to the Staff Side secretariat of the National Council to meet part of recurring expenditure. Initially since 1972, this grant was to the extent of Rs. 26,000 which was increased

to Rs. 29,000 during 1981-82 and Rs. 39,000/- since 1990-91. The telephone rental charges for the telephone provided at the Staff Side secretariat of the National Council as also the 20 per cent water and electricity charges are reimbursable.

(i) *Training facilities*:—A decision was taken in November, 1970 that Staff Side members of the National Council may be deputed for managemen training courses within India. Since, 1976 members of Departmental Councils are also eligible.

(j) *Staff members appearing before the Board of Arbitration*:—The period spent by government servant in appearing as witness before the Board of Arbitration is treated as duty with normal TA/DA. Since 1969, this facility was restricted to two persons which was extended to three in September, 1985.

Implementation of the recommendations of 4th Pay Commission

2464. SHRI SHABBIR AHMAD SALARIA: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that the 4th Pay Commission recommendations have not been implemented in respect of State employees of Jammu and Kashmir except for some cadres;

(b) if so, the reasons thereof;

(c) whether it is also a fact that twice in the budget of Jammu and Kashmir State a provision of about Rs. 35 crores was kept to give effect to the same but in actual practice no action was taken;

(d) whether it is also a fact that the employees of Jammu and Kashmir are the lowest paid in the whole country; and

(e) when will it be implemented in Jammu and Kashmir?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): (a) to (e) Recommendations of the Fourth Central Pay Commission were meant only for Central Govt. employees and were not applicable to any State Govt.'s employees. However, in the context of a demand from State Govt. employees for parity with Central pay scales, provision of Rs. 30 crores each in the State budgets of 1989-90 and 1990-91 was made. On 18-2-92, the State Govt. have announced it's decision to allow Central pay scales to it's employees with such modifications and adaptations as may be considered necessary.

Employment on compassionate ground

2465. SHRI RAM NARESH YADAV: Will the PRIME MINISTER be pleased to state:

(a) whether different Ministries/Departments are complying with the instructions providing for compassionate employment;

(b) whether there is any provision for job reservation for minor of the deceased Government servant who dies in harness; if so, the details in this regard; and

(c) if not, whether Government propose to make such a provision?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA): (a) All Ministries/Departments are expected to follow the instructions issued by Department of Personnel and Training relating to compassionate appointment.

(b) and (c) No, Sir. Under the existing instructions compassionate appointments are essentially discretionary in character and are meant to provide appointment to dependents of deceased Government servants in reallly deserving cases where the family is in need of immediate assistance. If the only person available